

MISSION

U.S. Army Garrison provides and maintains the installation infrastructure to:

- support power projection and training of III Corps units/soldiers;
- provide a quality living and working environment for soldiers, families, retirees, and authorized civilians;
- sustain an effective partnership with our surrounding communities;
- and support the III Corps / Fort Hood transformation process.

VISION

The Army's model power projection platform, training installation, and community. A great place to train, work, and live.

Volume 7, Issue 9 Since 1998 September 2004



GARRISON

Fort Hood Welcomes New Leadership

Fort Hood extends a heartfelt welcome to **COL Victoria Bruzese**, Garrison Commander, and **LTC Eric Rydbom**, the Assistant Garrison Commander. **Mr. Ron Gerner** has reported as the Director of Aviation Operations and **Mr. Robert Bishop** will report next week as the Director of Logistics.

FEGLI 2004 OPEN SEASON BEGINS

For the first time in five years, the Federal Employees' Group Life Insurance (FEGLI) Program is having an Open Season. It starts on Wed, 1 Sep and ends on 30 Sep 04. This Open Season gives employees in FEGLI eligible positions the opportunity to enroll in the Program (if they don't have Basic now) or change or increase their current FEGLI coverage.

Open Season elections may be made via the Army Benefits Center – Civilian (ABC-C) using the Employee Benefits Information System (EBIS) at <https://www.abc.army.mil> or by calling the Interactive Voice Response System (IVRS) at 1-877-276-9287 or 1-877-276-9833 (TDD Number). Counselors are available through the IVRS from 0600 TO 1800 Central Standard Time, Mon through Fri (except holidays)! To speak with a counselor you will need a Personal Identification Number (PIN) or to access ABC-C using EBIS you will need a PIN number and password.

Do you have your PIN number and password? Need help getting one? The Support Section at

Give Blood!!

ROBERTSON BLOOD CENTER

Bldg 2250, 761st Tank Bn Ave (across from 1CD museum)

MON-THU: 0730-1130 & 1300-1530

FRI: 0730-1200

Questions – 285-5808

CPAC will be glad to help you. Please visit the CPAC or call 288-2059 or 288-2016 for assistance. FEGLI open season materials may be obtained at the CPAC.

On 1 Sep, please visit www.fegli2004.opm.gov to read all about the FEGLI Open Season! Open Season elections become effective on the first day of the first pay period that begins on or after 1 Sep **05**, AND follows a pay period during which you meet the pay and duty status requirements. (CPAC)

IMA Strategic Planning Workshop Scheduled

Integrating Sustainability into Strategic Planning Workshop is scheduled by Headquarters IMA, 13-18 Sep 04, at Fort Myer, VA. Each installation and region is sending two representatives to the workshop. The intent is to validate, improve, and "flesh out" the corporate IMA straw man strategic planning model, deployment process and timeline.

IMA's philosophy is that a sustainable Army simultaneously meets mission requirements world wide, safeguards human health, improves quality of life and enhances the natural environment. A sustainable installation will strengthen Army operational capability by contributing to overall readiness of the Soldier.

Sustainability reaches across all functional areas of installation management, and is not a stand-alone

effort, limited to environmental aspects. Sustainability and strategic planning are inextricably linked.

The strategic planning model is expected to be ready for use by Garrisons by EOM Jan 05.

For more information, please call the Plans, Analysis, and Integration Office at 618-7353. (PAIO)

ADDENDUM TO COURSE "HR FOR NEW SUPERVISORS" (published in July's Newsletter)

The class date has been changed. Now there are two upcoming classes scheduled, one in Oct and another in Nov. The schedule is as follows: 12-15 Oct 04 and 15-19 Nov 04,

The purpose of the course is to train new supervisors on their civilian human resources (HR) responsibilities by enhancing their HR knowledge and skills. The targeted groups are civilian and military supervisors of civilian employees paid from appropriated funds.

First priority will be given to new supervisors, who have been appointed to their supervisory position within the last 12 months, including civilian and military supervisors who have not completed any supervisor training.

Next in priority are supervisors that have been in their supervisory positions for over a year

and have not attended any supervisory training.

Specific information and nomination procedures for these courses, scheduled for 12-15 Oct and 15-19 Nov, will be disseminated through activity Training Coordinators in September. For general information about the course, the CPAC POC is Alex Shahan, 288-2016, email – Alexandra.S.Shahan@hood.army.mil. (CPAC)

ARMY COMMUNITY SERVICE - -

EXCEPTIONAL FAMILY MEMBER PROGRAM

Army Community Service, the Exceptional Family Member Program (EFMP) “Sea Dragons” swim program meets every Thu, 1800-1900, at the Abrams Fitness Center. Anyone with a special needs child can enjoy a fun filled evening of swimming for the whole family, at no cost. On 1 Sep, from 1800-2000, we are having our Parent Education Advocacy Program (PEAP) training. Ms. Stephania Williams will speak on how the ARD/IEP Process works. This is a great workshop to learn how to be an advocate for your child. The training will be held at Lane Volunteer Center, Bldg 16005, Old Ironside Dr and Hood Rd. Please call the EFMP Office at 287-6070 to RSVP or for more information. Childcare will be provided for those who RSVP. Call soon - slots are filling up.

On 17 Sep, 1230-1430, Comanche (Post) Chapel, EFMP will conduct their monthly orientation for newly assigned and newly identified soldiers who have family members with special needs. This orientation has over ten guest speakers from the community to let you know what services are available for your family with special needs. On 27 Sep, 1800-2000, the EFMP Support Group meets to share common experiences and challenges unique to special needs families. This is a great way to learn about new information and resources. The group meets at Lane Volunteer Center, Bldg 16005, Old Ironside Dr and Hood Rd. Funded on-site childcare is available with a reservation. Come join all the fun, meet new people, and learn more

about what is going on with special needs families. In addition, a web site has been set up for military families with special medical or educational needs - <http://mfrc.calib.com/snn>. Check it out and discover the resources that are available for you. The Exceptional Family Member Program (EFMP) is a mandatory enrollment program which works with other military and civilian agencies to provide comprehensive and coordinated medical, educational, housing, community support, and personnel services to families with special needs.

For more information, please call the EFMP office at 287-6070, or come visit us at Army Community Service, Rivers Building, Bldg 121, Hood Rd and 761st Tank Battalion Ave. (CPAC)

Army Stationing and Installation Plan (ASIP)

The ASIP is the official Department of the Army database that reflects the authorized planning population for Army installations. ASIP population is used as a basis for developing BASOPS requirements in SBC and to develop facility allowances in RPLANS. It is also an input to the MILCON process. This web-based database is updated annually.

Fort Hood provided input for two edit windows. The first one closed 10 Jun and the second edit window closed 18 Aug. SWRO and IMA headquarters approve the data prior to final closure of the database on 30 Sep.

A process is being developed to facilitate the collection of contractor and tenant data for the next update cycle in 2005.

For more information, please contact the Plans, Analysis, and Integration Office at 618-7353. (PAIO)

ATTENTION Fort Hood Volunteers!

Did you know that every volunteer on Fort Hood should be registered with the Volunteer Office located in the Lane Volunteer Center? We have set up a database to better serve our volunteers. With this database we will be able to track

individual volunteer hours that are turned in, training completed, and awards received. Upon time to leave Fort Hood, we can do a roll-up of your volunteer activity, which can be used on resumes as paid work experience. If you are not registered with our office, your information will not be in the database. Not sure if you are registered, give us a call at 287-VOLS (8657) or stop by the Lane Volunteer Center on the corner of Hood Road and Old Ironsides Ave., Bldg 16005. If you have any suggestions on how we can better serve our volunteers, please let us know.

Volunteer Management Training - Working with Difficult Volunteers: 14 Sep 04, 1730-1830; 15 Sep 04, 1000-1100. All classes are held at the Lane Volunteer Center. Please call 287-8657 to register. (DMWR)

FAP FAMILY ADVOCACY VICTIM ADVOCATE 24-HOUR CRISIS HOTLINE

The Fort Hood Army Community Service, Family Advocacy Victim Advocate Program (FAVAP) provides a 24-hour crisis line **(254-702-4953)**, seven days a week, managed by trained staff. The Hotline provides crisis counseling and crisis intervention services to military families who have been affected by domestic violence or seeking general information reference a relationship or family related crisis situation. Callers are provided information and referrals to appropriate military and community resources. Referrals include information about shelters, legal advocacy, awareness education, support groups, and counseling. The overall goal of this service is to provide advocacy after normal business hours to clients in working through a crisis. (DMWR)

ARMY COMMUNITY SERVICE - ADVOCACY AND PREVENTION BRANCH

Make plans to participate in the "Family Advocacy Program (FAP) Car Safety Seat Inspection & Education Program" 24 Sep, Sprocket Auto Craft Shop, 0830-1530. Please call for reservation.

New Parent Support Program Plus (NPSP+) is an Army program,

administered under the Family Advocacy Program, that provides parenting education and support through home visitation and scheduled activities to families with children from newborn to three years old. NPSP+ home visitors at Fort Hood are a team of registered nurses and masters-level social workers who work with parents to develop and strengthen parenting skills, enhance their confidence as parents, and assist parents in meeting the challenges of parenting in a military community. Every Wed, NPSP+ presents, "Exploring Learning And Play" from 0930-1100, at the Child and Youth Services, Bronco Youth Center, Bldg 6602. On the fourth Wed, NPSP+ Support Group will meet in conjunction with Playmorning. Resources are provided for parents that promote the development of a safe, caring environment for the military child.

Family Advocacy Victim Advocacy Program assists survivors of domestic violence in crisis situations. There is no cost to participate in FAP activities. Childcare is provided. For more information about the A&P activities, please call 286-6774 / 287-2286 or visit the A&P offices in Bldg 121, The Rivers Building. (DMWR)

AFAP

The Army Needs YOU!

Fort Hood's Army Community Service, Army Family Action Plan (AFAP) program is preparing for the annual AFAP conference to be held 6 – 7 Oct at the Comanche Chapel. Although Army spouses are the founders of the conference, AFAP is dependent upon all members of the Army, past and present, and their families to challenge Army leaders with issues that affect standards of living for the global Army Family.

A few examples of past AFAP successes include: Army Family Team Building and the Better Opportunity for Single Soldiers programs, Family Separation Allowance increase, informational and interactive web sites that have been established to address retirement information and planning, employment opportunities and application, and enlisted soldier

assignments. Fort Hood's Installation AFAP Manager, Beth Blevins, is determined to make the 2004 conference a resounding success in spite of significant deployments throughout the community. She needs your input, assistance, and support.

During the conference, delegates are assigned as members of work groups that brainstorm issues of concern and possible solutions. Training will be provided on 28 Sep, 1400-1530 or 29 Sep, 0900-1100 or 1800-1930 for adults and 1 Oct 1800-2000 for teens. All training will take place at the Lane Volunteer Center.

What concern will you voice this year? It is so easy! Give your issue a name. Then tell what the problem is and whom it affects. Finally, give one to three recommendations you believe will resolve the problem. Drop it off in one of the bins located at Copeland Soldier Service Center; Casey Library; ACS bldg 121; 1st Cav and 4ID Troop Malls; Fort Hood National Bank on-post locations; Warrior Way and Clear Creek PXs and Commissaries; Hood Road, Comanche, and West Fort Hood Shoppettes; or at the Lane Volunteer Center. Ready to volunteer or still have questions? Call the AFAP line at 287-AFAP (2723); let Your word be Heard!

Army Family Team Building

What is Army Family Team Building? Training for a way of life that prepares everyone in "America's Army" to function at their highest level, in any situation with minimal outside support. This training improves personal and family preparedness, which enhances overall Army readiness. "America's Army" includes all Soldiers (active duty, reserve, and retired), Department of the Army civilians and the family members of all these groups.

Why should I attend an AFTB class? Knowledge is power! AFTB promotes this idea by providing information which helps you understand the functions of the Army, Army lingo, your soldier's role in the Army's mission and resources which will enable you to be more self-sufficient in times of deployment. Besides, it's a lot of fun! AFTB allows you to meet other spouses in the unit and/or community, and provides a FREE lunch for the first day of the installation special two-day level 1 (Army 101) courses. Funded childcare is also provided for daytime installation classes.

What level of AFTB should I attend? Each level of AFTB was developed with a target audience in mind. Level 1 is for family members who are relatively new to the Army or those who want a refresher course; Level 2 is for spouses who have 5-10 years and an interest in gaining leadership skills; and Level III is for those with more than 10 years and an interest in advanced leadership training. These target audiences are simply guidelines. Anyone is welcome to attend any level at anytime based on their interests.

How is AFTB administered on Fort Hood? Level 1 is offered as a special 2 day session at the "installation" level and open to the public. Installation level classes are held at the Lane Volunteer Center several times a month, including evening classes. You can call 286-6600 to reserve a space. Level 2 and Level 3 classes are also held at the installation level several times a month. Unit Family Readiness Groups (FRG) are also encouraged to schedule specific classes suited to their FRG's needs.

What about child care requirements? If attendees of an

installation level session wish to benefit from funded child care, it must be provided through a Fort Hood Child Development Service Facility or a certified Family Childcare Provider. Please call the AFTB office, 286-6600 for more details about making reservations.

Is English your second language? For those interested, AFTB classes are also offered in Spanish. For more information please call 287-2327.

What other options are there for those who cannot attend during the day? Levels 1,2, and 3 are offered in the evening every quarter. Classes can be arranged with a minimum number of five participants either through an open door forum or through the unit FRG.

If you are interested in attending an AFTB class or need a list of scheduled classes please call our office at 286-6600 or 287-2327. (DMWR)

MOB/DEP

FRG Certification Course (Day): 7-8 Sep 04, 0900-1430

Rear Detachment Course: 13-16 Sep 04, 0900-1630

FRG Certification Course (Night): 21-23 Sep 04, 1730-2030

FRG Focus Group: 29 Sep 04, 1200-1400 (DMWR)

ACS- Employment Readiness Branch- Free Training for Military Family Members

The Partnership for Skilled Employees On and Around Fort Hood (Partnership) is a Central Texas Workforce System program that is supported and guided by local community leaders and businesses as well as key leaders on Fort Hood. These services are for military family members over the age of 18 who left employment to accompany a military service member to Fort Hood. Services are also available for civilian personnel on Fort Hood who are given notice of intent to layoff. Once enrolled, family members and civilian personnel can receive: --Help looking for a job; --Funding for child care, transportation, and work related expenses, such as special uniforms; --Health certificates or other work related expenses; --License fees

for certificates for jobs; --One-on-one help to prepare for employment; --Pre-employment guidance in activities like resume preparation, interviewing, dress for success, etc; --Training in jobs that are in demand by local employers; --Targeted hiring with training after employment by select local employers; --Short term training in courses like Certified Nursing Aide, Computer Software use courses; --Career counseling and assessments to better market individuals to local businesses;

To get these services as quickly as possible, bring the following documents with you: -- Copy of Birth Certificate or Alien Registration Card (Indicating Right to Work); -- Copy of Social Security Card; -- Copy of Military Dependent Identification Card; -- Copy of Military Sponsor's orders to Fort Hood; -- Proof of Your last Employment (pay stub); -- Proof of Selective Service Registration or previous service (Males born after Dec 31, 1959 must have served in the military or registered with selective service prior to their 26th birthday).

For more information, call Fort Hood's Army Community Service Employment Readiness Branch office at 288-2089. (DMWR)

Army Community Service Relocation Readiness Branch

Spouses of Deployed Soldiers/Waiting Families Support Group will meet 7 and 21 Sep, 1800 at the Lane Volunteer Center Bldg. 16005, on the corner of Hood Road & Old Ironsides Avenue. This is a spouse - helping - spouse program designed to share coping skills during separations.

The International Spouse Group will meet Wed, 15 Sep, 1300, at the Lane Volunteer Center on the corner of Hood Rd & Old Ironsides Ave. Jacquie Crouse of the Department of Homeland Security will address questions and concerns regarding citizenship and immigration services. To allow time to conduct research on specific issues, please submit questions to Relocation Readiness at Site4390@hood.army.mil one week prior.

Relocation Readiness will be at the Poxon Guest House Wed, 8 Sep

as part of our Sponsor-a-Spouse program. A representative will be available to assist with settling-in questions and concerns. Information packets will be provided and refreshments will be served.

An Overseas Workshop is scheduled for Tue, 28 Sep, 1800, at Bldg 121 on the corner of Hood Rd and 761st Tank Battalion. For those PCSing OCONUS, this valuable workshop provides information needed for a less stressful experience. Learn of the many opportunities available to you and your family. There will be available USAREUR study manuals, Hawaii Quarantine requirements, POV travel to Alaska and much, much more. (DMWR)

Army Transformation: Garrison's Role

Today our Army is in the midst of the most sweeping transformation since World War II. Army Transformation is proceeding along three main avenues. First, the Army is restructuring the force into modular formations. Second, they are stabilizing the force. Third, they are rebalancing the force between the active component, the Army National Guard, and the Army Reserve. On installations around the world, the Garrison staffs are learning what transformation means to them.

At Fort Hood, the 4ID is the first to go through the modular process. To the Garrison, this means more facilities, relocations of personnel and equipment, and an increase in number of customers and services. Soon, the 1CD will begin their modularity process, followed by the III Corps Headquarters. Stabilizing the force will eventually mean that Soldiers and family members will remain at Fort Hood for longer periods of time. The impact of this on the Garrison and its services provided to the Soldier is unknown right now. The rebalancing of the force affects Fort Hood as a deployment and Power Projection Platform and impacts training facilities and services.

The Fort Hood Garrison is taking actions to successfully support the complex challenges of Army Transformation, and to be "the preeminent DOD installation."

Submitted by the Plans, Analysis, and Integration Office, 618-7353. (PAIO)

Earn extra money for your ideas.....

Did you know that a little imagination -- and a few keystrokes on your keyboard -- could earn you extra money? It's simple! All you have to do is go to <https://armysuggestions.army.mil> and follow the easy instructions for submitting your ideas that will put cash in your pocket and save money for the Army.

You will need to log on to the program using your AKO username and ID. The rest is up to your imagination. *Don't delay. Do it today.*

I look forward to seeing your ideas. Need assistance or additional information, call Eloise Soliz at 287-4332 or email me at solize@us.army.mil.

Get To Know Us - P A I O

The PAIO? Of course, that is the Plans, Analysis, and Integration Office, and believe me we have been busy -- even beyond the energy it has taken to integrate into a new office in Garrison.

Perhaps the most noticeable, not notable, has been the Quarterly Productivity Improvement Reviews. The Garrison Commander has held four reviews and the following results are duly logged. One hundred thirty-seven (137) initiatives have been submitted by the Garrison Cost Warriors. Eighty-four (84) of those initiatives represent \$11,700,000 in cost savings, cost avoidance, or both for Fort Hood. All of those initiatives have been good, as has the PIR process. We have forwarded 32 initiatives (\$3,750,000) to Southwest Region Office (SWRO) including the eight to be briefed on 21 Sep 04. Of the 24 initiatives briefed so far, the Director, SWRO, selected seven (\$1,706,000) from Fort Hood to brief to Headquarters, IMA.

We have also participated in SWRO's and Fort Hood's first Performance Management Review (PMR). Now we are preparing for the installations second round.

The PAIO Suggestion Program coordinator has also been busy with the Army Suggestion Program, learning the "new" Web Based suggestion processing system. Collecting the data and redesigning Fort Hood's Bi-Annual Statistical Report has also kept this member busy.

Not to be outdone, the Commercial Activities people have been busy conducting the Most Efficient Organization Review for the Directorate of Public Works and the Directorate of Aviation Operations.

On the Planning side, Modularity has been at the forefront as Fort Hood and Garrison prepare for the redesign of both divisions and the Corps Headquarters that call Fort Hood home. None of this would be possible unless all actions were planned and prepared. We have learned about the Army Stationing and Installation Plan (ASIP), and gained an understanding of Army's

Stationing and Restationing Actions governed by AR 5-10. All of those actions and concepts come together under the Installation Planning Board, and all of what we do feeds into the Command Plan and, of course, the Strategic Plan.

We still use and are responsible for the annual Organizational Self Assessment (OSA). Our one-person quality team has been busy evaluating, planning and thinking how to apply the Army Performance Improvement Criteria (APIC) to aid Fort Hood's progress and improvement. The OSA is a logical and organized evaluation of the great work and progress being accomplished.

The entire PAIO staff appreciates the help and assistance Fort Hood Directorates and Offices have provided in meeting the nearly un-ending call of suspenses, data calls, and meetings. To all a "**Hooah!**" special thanks. (PAIO)